

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T  
FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting March 11, 2024 Approved by Committee: \_\_\_\_\_

Sub.to Exec. Comm. \_\_\_\_\_ Approved by Exec. Comm. \_\_\_\_\_

Sub.to Acad. Senate \_\_\_\_\_ Approved by Acad. Senate \_\_\_\_\_

POLICY ITEMS \_\_\_\_\_

**Members Present:** Tissyana Camacho; Samantha Fields; William Garrow; Xunfei Jiang; Jinah Kim (Chair); Shiva Parsa (Secretary); Nayan Ramirez; Colleen Tripp; John Valdovinos

**Members Absent:** Marquita Gamage; Aimee Glocke; Suzi Spear; Nikki Usares; Ally Walker

**Guest(s):**

**I. Meeting was called to Order at: 11:05am**

**II. Approval of Minutes** – February minutes approved

**III. Agenda Items**

**A. Updates or announcements from EEC members on Equity and Diversity issues**

- a. J. Kim- Spoke with Frankie Augustine about what EEC does.

**B. Update on calendar of events for 2023-2024**

a. Spring Semester Retention Event

- i. J. Kim- We are moving the date to April 19<sup>th</sup>.
- ii. S. Fields- April 19<sup>th</sup> works better.
- iii. N. Ramirez- The event would be from 12pm-2pm.
- iv. J. Kim- How about moving the date to April 26<sup>th</sup>? We will check on this date.
- v. J. Kim- We will reschedule the Retention Event to April 26<sup>th</sup> from 11:00am to 1:00pm.
- vi. N. Ramirez- Did we want to invite Tracy Buenavista?
- vii. J. Kim- We would like to invite her to the event. Maybe we could ask her to incorporate the survey? She can tailor her knowledge to the needs of the survey.
- viii. T. Camacho- We are allowing for unstructured community time for faculty.
- ix. N. Ramirez- We definitely don't want to take away from unstructured community time.
- x. J. Kim- Nayan please invite her to the event. Ask how she wants the presentation to match the needs?
- xi. N. Ramirez- Will invite Tracy.
- xii. S. Fields- Do we have books for everyone?
- xiii. N. Ramirez- The books on the e site are free.

- b. Faculty Retreat
    - i. J. Kim- Will follow-up with Teresa to see what they are planning.
  - c. Teaching Effectiveness Taskforce Townhall March 15<sup>th</sup> on Zoom
    - i. J. Kim- Will be on the March 15<sup>th</sup> zoom meeting. Hopefully, a lot of members can show up. A lot of CSUN's policies are out of date and don't support staff or faculty.
- C. Provost's visit to EEC April meeting
- a. J. Kim- The Provost will be at the next meeting time certain 12:00pm to 12:30pm. We can ask to present or request data, on who has been leaving CSUN?
  - b. S. Fields- The hiring process has become very labor intensive and a large time commitment. There is concern that qualified people did not make it due to the way the evaluation is weighted. We would like to streamline for all colleges. We want EEO for hiring. We found ways to improve through the EEO Tool Kit. If we can streamline and roll-over what's already being done, Department specific, this should not be thrown out.
  - c. S. Fields- Is it confirmed that some departments got a pass, not using the EEO Toolkit?
  - d. J. Valdovinos- Some faculty do not like to listen to what to do or being held accountable. Moving forward will be easier once this is designed for specific departments.
  - e. J. Kim- This process is very cumbersome, because some departments are using this as a reason to not use the EEO Toolkit.
  - f. J. Kim- We can fold these questions into the Provost meeting. How much funds are budgeted for this?
  - g. J. Valdovinos- People want certain outcomes, but not willing to support.
  - h. T. Camacho- This disproportionately falls on faculty of color and women. We have deep issues with D.E.I.
  - i. J. Valdovinos- Departments are not following rubrics, they are following their own beliefs.
  - j. T. Camacho- Would it be a good idea to draft a draft a word document with questions? We can give it to the Provost, so that she can answer.
  - k. S. Fields- Will put together issues that have been her department.
  - l. T. Camacho- Will create an on-line Word document.
  - m. J. Kim- What kind of research do we want to do? I will talk with Dell and Teresa about data.
  - n. J. Valdovinos- Will talk to Sylvia.
  - o. J. Kim- Why are we using On Base?
  - p. S. Fields- Should we have some asks for the Provost?
  - q. S. Parsa – We should speak with Ken, he is open to new things, and is good to work with.
  - r. S. Fields- Ken was very helpful and listens.
  - s. J. Kim- We should also ask about the AVP position.
  - t. S. Parsa- Will follow-up with the Provost at her meeting.
  - u. J. Kim- Now is the time to weigh-in FERC. What other questions do we want to ask?
  - v. T. Camacho- Created a word document and added questions on Box, so that everyone can contribute.
  - w. J. Valdovinos- We should be more preventative than reactionary.
  - x. T. Camacho- We can use the second EEC meeting in March to prepare the document for the Provost.

- y. S. Parsa- We should ask IR and Janet Oh's office for data.
- z. J. Valdovinos- We use the Dean's Assistants to get data.
- aa. T. Camacho- The Provost's document should start with the purpose of the EEC.
- bb. J. Kim- Will work with Sam to get data from their colleges, on who's leaving and why?
- cc. J. Kim- The university is bringing in all these people, what are they doing to keep them?
- dd. T. Camacho- Lack of transparency does not lend to retaining faculty of color.
- ee. T. Camacho- Maybe we can invite Faculty Affairs and IR to a meeting and ask how can we get data that we need? Maybe we can ask the Provost who we can get the data from?

#### **IV. Updates and Announcements:**

##### **A. New business**

- i. N. Ramirez- Will send out a "Save the Date" to faculty for the EEC Retention Event.
- ii. J. Kim- There will be a second EEC meeting in March to discuss the Provost's document.

#### **V. Adjournment 12:25pm**

